



Linda McCulloch, Superintendent
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Accreditation Division
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Personnel Recruitment and Retention Report 2005-2006 School Year

County: _____
District: _____ LE: _____

1 easy - several qualified applicants 2 possible - some qualified applicants 3 difficult - shortage of applicants 4 very hard - no applicants, not filled or used emergency measures N/A - Not applicable	Hiring Cycle For 2005-2006		
	Total Number of Openings	Number of Openings Due to Retirement	Ability to Fill Postions
<i>Teachers</i>			
Art			
Applied Technology			
Business and related			
Career & Technical Education			
Computer			
Elementary			
English			
Family Consumer Science			
Gifted and Talented			
Health Enhancement			
History			
Library Media			
Mathematics			
Music			
Reading			
Science			
Social Studies			
Special Education			
World Languages			
Other			
<i>Support Staff/Administrators</i>			
Superintendent			
Principal - Elementary			
Principal - Middle Grades			
Principal - High School			
Curriculum/Assessment Coord			
School Counselor			
Psychologist			
Other Admin			
Instructional Paraprofessional			
Other Support			
<i>Special Education</i>			
Special Ed Director			
Adapted PE Teacher			
Audiologist			
Diagnostic and Evaluation Staff			
Interpreters			
Occupational Therapist			
Physical Therapist			

1 easy - several qualified applicants 2 possible - some qualified applicants 3 difficult - shortage of applicants 4 very hard - no applicants, not filled or used emergency measures N/A - Not applicable	Hiring Cycle For 2005-2006		
	Total Number of Openings	Number of Openings Due to Retirement	Ability to Fill Postions
<i>Special Education (continued)</i>			
Recreation/Therapeutic Specialist			
Speech/Language Pathologist			
School Nurse			
School Social Worker			
Other Special Ed Professional Staff			
Special Ed Instructional Paraprofessional			
Other Special Ed Non-Professional Staff			

Using the chart below, please rate the factors that have impacted staff turnover in your district over the last year.

1 Weak/no influence
2 medium/weak influence
3 medium/strong influence
4 strong influence

Reasons for Leaving Position
Contract not renewed
Higher salaries elsewhere
Leaving Education
Retirement
Taking positions in other districts in state
Taking positions out of state

Rate 1-4

Financial Influences
Annual budget uncertainty
Federal program requirements
Insecurity of position
Lack of benefits
Lack of state support
Low salaries
Part-time positions

Other Influences
Family/personal issues
Increasing intensity of student needs
Isolation/small community issues
Large Classes
Multiple teaching assignments
Student enrollment changes (up)
Student enrollment changes (down)
Other - Please comment

Comments:
